

Board of Selectmen
Tuesday, March 3, 2015, 6pm
Police Chief Candidate Interviews

A meeting of the Rockport Board of Selectmen was held at 6pm in Conference Room A in Town Hall on Tuesday, 3/3/15; present were five selectpersons, the Town Administrator and the Asst. Town Administrator.

Chairperson Wilkinson announced that there will be a public comment period after the third candidate is interviewed. Chairperson Wilkinson gave a detailing of the process and achievements of the search committee.

The Police Chief Screening Committee was introduced:

R. Liebow, E. Richter, M. Sheedy, P. Murphy, L. Sanders, S. Sheehan, A. Thompson, B. Reed, and A. Aparo

Candidate #1: Armand Boudreau: Treasure Island, Florida: Lt. Boudreau said he grew up in Maine, and moved to Florida. He said the size and budget of the Rockport Police Dept. are very similar to Treasure Island, along with seasonal visitors, and it being a waterfront community. He said their department is a 19 member force. He said if he is hired in Rockport he plans to be visible to the town, particularly being an outsider. He believes in career development for those on the force and that the chief should prepare the workforce for the next level. He doesn't sit behind a desk all day and believes chiefs should wear the uniform. There has never been a grievance filed during his time on the force. Knowledge of the law is one of the most important aspects of the job.

Candidate #2: Chief Mark Doyle: Merrimack, New Hampshire: He said he has been chief for 4 years and has been on the force for 29 years total; he attended the FBI Academy. He said there are 38 officers, 5 command staff, and investigators. Their budget is \$5.6M annually; the budget is largely personnel. He said he thinks the staff must have the highest ethical standards, they should be perfect. He said learning Massachusetts Law would be something he would need to do. He is very involved with the Merrimack community and other stakeholders. Community Policing is ingrained in everything that is done. He said he would have frank conversations with every officer; they need to like coming to work and feel included. We need to be sure the officers have everything they need to make sure they are doing everything they can to effectively serve the residents. He currently prepares a report weekly for the Town Administrator on the activities and concerns of the department.

Candidate #3: Chief John Horvath, UMass/Amherst Chief: He said he was Asst. Chief in Hartford, CT. He said that the University of Massachusetts/Amherst has 60 officers, they have a very busy nine months, and three months that are fairly busy. He is experienced in Community Policing, Grants Management, and has a background in investigation; he attended the FBI Academy. He said UMass has a \$6.4M annual budget; he identifies the goals and objectives for the department. He has extensive human resource management and collective bargaining experience. He is looking to leave UMass because he wants to get back to a community. In Hartford they assigned specific officers to specific areas in the community to build trust. Officers need to be responsive; our community members set the agenda for the department. Improved communication is essential with the community, it increases accountability. Tight financial times are the genesis for creative ideas.

Public Comment:

Terry Collins, Marbee Road, said she is here to support Mark Schmink; he wasn't given a fair chance.

Dora Tevan, South Street, said this should be fair interview process; Schmink is an exceptional candidate.

Peter Billing, 39 Mt. Pleasant Street, he said it bothers him that Schmink's not here tonight.

Ellen Canavan, Granite Street, said there should be a basic sense of fairness. We have a groomed town employee; this position was taken out of civil service. She inquired if Schmink's name could be put on the list of finalists.

Sandy Jacques, 93 Granite Street, said he has a stronger subjective value to M. Schmink than these three candidates. He questioned why Schmink can't be here to make his case.

T. Arsenian, 95 Granite St., said he is concerned about a comment made by candidate #1 about raising money from residents, and he is concerned about forfeiture of property without due process.

Selectperson Battistelli said the process was spelled out; we didn't know if there were candidates that opted not to apply or dropped out during the process. She said the committee was charged with recommending 3-5 individuals they were confident could handle the job – any change now could jeopardize the process.

D. Tevan said this is a flawed process because you didn't know what BadgeQuest had done. We have a candidate with community rapport and experience. These candidates don't have the heart and experience, this process is null and void.

Isaac Perry, 6 Springfield Court, said he grew up in Rockport. He said Schmink made it through the assessment center with a passing score. He believes loyalty to your community is important. He said many residents would like to be here tonight; he has gained a lot of respect for Lt. Schmink.

Selectperson Lucas said she can't make a decision tonight. Chairperson Wilkinson said these candidates are very impressive; there is no pressure to vote tonight.

It was decided that the board members would discuss each candidate:

Armand Boudreau: He stressed open communications, high visibility, and has experience with seasonal fluctuations similar to Rockport. He stressed the importance of career development, this seems like the next natural step for him in his career. There were no police grievances during his time there.

Mark Doyle: Is sharp, very strong, and very well spoken. His chief experience is very helpful. He would need to understand the Massachusetts Justice system. He mentioned weekly and monthly sit downs, which are very helpful with communication.

John Horvath: He stated he thinks reports and writing tightly is important. He spoke about the EAP Program. He had an emphasis on community policing, the schools, businesses, and seniors.

Chairperson Wilkinson said she would to review the candidate's documentation now that we've met them. Chairperson Wilkinson said any of the three candidates would thrive in Rockport.

The Town Administrator said the Screening Committee's recommendations lined up with BadgeQuest's recommendations. She said we do have a report from BadgeQuest, but the Board would have to go into Executive Session to discuss it. She said there were eight candidates at the Assessment Center; one of them is an employee of the town. She said he was shown his results but no one else can see them. She said a thorough background check from BadgeQuest is included in the contract.

Committee member B. Reed said the committee did what was asked, and BadgeQuest had the same three candidates.

Committee member A. Thompson said we started with 71 candidates and narrowed it down to 10, the top 3 were here tonight.

Next Tuesday, 3/10/15, the Board of Selectmen will meet one hour earlier (6pm) to deliberate.

Committee member A. Aparo said the best candidates were chosen; this was a huge effort and was not taken lightly.

Selectperson Lucas moved to release and discharge the adhoc Police Chief Screening Committee, seconded by Selectperson Battistelli, Vote: 5-0.